

# Are These 5 Workforce Planning Challenges Costing You?

Discover What High-Performing Companies Do Differently.

## ► Challenge #1: Poor Visibility into Workforce Needs

You Can't Plan What You Can't See.



### Why It Hurts:

65% of HR leaders say they can't accurately identify current or future skills gaps.

Without clear insight, workforce decisions are reactive and often wrong.



### What Smart Companies Do:

Use real-time dashboards to map current skills, spot capability gaps, and forecast future needs based on strategic goals.



### The Result:

Build a workforce that's truly fit for the future.

With up-to-date visibility, you can proactively address gaps, reduce last-minute hiring, and ensure your people strategy supports business growth.

## ► Challenge #2: Disconnected HR and Finance Planning

When Teams Don't Plan Together, Strategy Suffers.



### Why It Hurts:

Siloed planning leads to 30% misalignment between budget forecasts and workforce plans, slowing strategy execution.



### What Smart Companies Do:

Connect HR and Finance in one integrated planning platform to build headcount, cost, and hiring plans collaboratively - in real time and fully aligned.



### The Result:

Achieve true alignment between people and financial strategy.

Shared data and workflows lead to better-informed decisions, faster hiring approvals, and fewer last-minute budget surprises.



## ► Challenge #3: Relying on Spreadsheets to Run Your Workforce

Manual Planning Slows You Down And Opens You Up To Risk.



### Why It Hurts:

58% of companies still rely on spreadsheets, leading to errors, version issues, and weeks-long update cycles.



### What Smart Companies Do:

Automate workforce planning with collaborative tools that reduce admin, ensure accuracy, and update data instantly.



### The Result:

Spend less time managing data and more time making decisions.

With automation, your team gains speed, confidence, and the ability to act in real time, without chasing down the latest spreadsheet version.

## ► Challenge #4: Making Workforce Decisions Without Cost Visibility

Every Hiring Decision Has A Price Tag, But Can You See It?



### Why It Hurts:

Labour makes up 70% of costs, but most hiring plans aren't linked to financial models, leading to overspending or delays.



### What Smart Companies Do:

Connect workforce plans to financial forecasts so every hire, role change, or delay shows its true budget impact.



### The Result:

Gain complete control over labour costs.

Understand the financial impact of every decision in real time, avoid overspending, and ensure hiring stays aligned with business and budget goals.



## ► Challenge #5: No Way to Plan for What's Coming Next

When change hits, most teams scramble instead of responding.



### Why It Hurts:

Only 1 in 5 companies can model "what-if" workforce scenarios, making them slow to react to change.



### What Smart Companies Do:

Run agile scenario plans to test the impact of restructures, hiring freezes, location shifts, or remote work, before they happen.



### The Result:

Stay one step ahead of change.

Scenario modelling helps you prepare for disruptions, test ideas safely, and respond with confidence, no matter what tomorrow brings.

## You Can't Plan the Future with Tools from the Past

Spreadsheets and silos won't cut it anymore. It's time to evolve with a connected, agile workforce planning solution that brings HR and Finance together.

## ► Take Control of Your Workforce Future

Explore Decision Inc.'s unique approach to workforce planning.

Explore Now

